

**Senior Leadership Team &
Leadership & Governance Workgroup**
Joint Meeting, 10.21.2015

Learning Opportunities	Strategies to Move Forward
<ul style="list-style-type: none"> ❖ Finance & Payment Reform <ul style="list-style-type: none"> • Money not spent (deferred revenue) 	<ol style="list-style-type: none"> 1. Clarifying the role of payment reform as it relates to IFS. 2. Shared decision making. 3. Clear expectations around use. 4. How do we anticipate ahead of time (before contracts are executed) that agreements are as clear as they can be? 5. Creating opportunities for learning from past negative experiences. 6. Learn how to rebuild trust. 7. How to develop a clear mechanism for frequent, regular and transparent communication. 8. Establish a conflict resolution protocol. 9. Presume positive intent, communication and transparency. 10. Community building, principles and ensuring a community building lens with a focus on relationships. 11. Shared interdependence and values to guide the group when there isn't a clear agreement/decision. 12. As partners, we work together and not make the assumption that everything remains the same.
<ul style="list-style-type: none"> ❖ The Challenges Posed by Changes in Leadership 	<ol style="list-style-type: none"> 1. Knowing what it means to be 100% on board with IFS. 2. Understanding the changes in leadership since IFS has begun. 3. Recognizing the learning that has evolved in IFS since the beginning. 4. The need to formalize agreements and understandings – documenting the process of change. 5. Ways to institutionalize IFS below the leadership levels as a way of inoculating everyone from changes in leadership. 6. Memorializing things, but not rigidly. Evolve our memorialization. 7. Channeling change requires flexibility as aspects of the systems change. 8. A way to dialogue that gives us opportunities to reflect on what's changing. 9. Embed additional ways to embed the mindset of “our money, our kids, and our services”.
<ul style="list-style-type: none"> ❖ Power Dynamics 	<ol style="list-style-type: none"> 1. Resolving where the power and control is, how it is distributed and resolving power struggles and conflicts – what do we do when there is conflict. 2. Where is the balance between state driven and local driven? 3. How do we keep moving forward in a partnership between state and local partners?

Learning Opportunities	Strategies to Move Forward
❖ IFS Culture	<ol style="list-style-type: none"> 1. Moving organizational culture to inclusive culture defined by shared core values including shared commitment, shared responsibility and shared power? 2. IFS is about change – think about the opportunities moving forward. 3. How to lessen the burden by sharing solutions and work.
❖ Where do we go next?	<ol style="list-style-type: none"> 1. Have a ½ day meeting at an earlier time. 2. Brainstorm agenda and progress points that should be met at the ½ day meeting. <ul style="list-style-type: none"> ○ Discussion around conflict resolution. ○ Shared responsibility. ○ What are the concrete areas we need to improve upon? ○ Hear from the IFS grantees about their mindset pre-IFS and now. ○ Hear about the changes the State has made after IFS.